

FEATURES

PRESIDENT'S
COLUMN

WBA
FOUNDATION

COMMITTEE
& FORUM
HIGHLIGHTS

MEMBER NEWS

UPCOMING
EVENTS



Photo credit: Mark Van Bergh Photography

[Click to navigate](#)

2019 Annual Dinner: Bridget Bailey Lipscomb, Laurie Robinson Haden, Yolanda Hawkins-Bautista & Jill Dash

TABLE OF CONTENTS

- 2 2019 Annual Dinner Makes an Impact With a Sold Out Crowd
- 6 Saying Goodbye to a WBA Sister, Friend, and Mentor
- 7 Implications of Technological Advances for Business Opportunities, Law, and Policy: What You Need to Know About Blockchain
- 10 WBA Year in Review
- 16 President's Column
- 17 WBA Foundation News
- 18 WBAF Grant Awards Ceremony
- 20 Committee & Forum Highlights
- 25 Member Spotlight: Heather D. Horton
- 28 WBA Member News
- 31 Upcoming Events

RAISING THE BAR EDITORIAL BOARD

Elizabeth Davis
Murphy & McGonigle, P.C.

Tiffany Wynn
Crowell & Moring LLP

Board Liaison
Lauren Brown

Staff Liaison
Carol Montoya
carol@wbadc.org

2019 Annual Dinner Makes an Impact With a Sold Out Crowd

Almost 600 members of the DC legal community came together on May 22, 2019, at the National Building Museum to celebrate the work of the WBA and WBA Foundation and to recognize the 2019 Woman Lawyer of the Year, **Laurie Robinson Haden**.

[article continued on page 2](#)

Saying Goodbye to a WBA Sister, Friend, and Mentor

Jennifer Porter, past WBA and WBA Foundation President, passed away on March 25, 2019, after a long and courageous battle with cancer. Jennifer was a unique and exceptional woman and all who knew her will miss her wisdom, guiding presence and wicked sense of humor.

[article continued on page 6](#)

Implications of Technological Advances for Business Opportunities, Law, and Policy: What You Need to Know About Blockchain

Don't be left behind! Blockchain is an important topic to know about whether you are working with it, harnessing business opportunities to improve yourself or your employer's position, staying up to date.

[article continued on page 7](#)

Features

2019 Annual Dinner Makes an Impact With a Sold Out Crowd

Photos by Mark Van Bergh Photography (continued from page 1)



Almost 600 members of the DC legal community came together on May 22, 2019 at the National Building Museum to celebrate the work of the WBA and WBA Foundation and to recognize the 2019 Woman Lawyer of the Year, **Laurie Robinson Haden**.

The theme for the 2018-2019 bar year was “**Dare to Make an Impact**.” As 2018-2019 WBA President Yolanda Hawkins-Bautista noted when announcing the theme at last year’s annual dinner, “while we have made great advances over the past 101 years, our work is far from done. Now is not the time to be fatigued or discouraged. It is the time to continue to stand up and be heard and DARE TO MAKE AN IMPACT.” Throughout the year, the WBA focused on this theme and made an impact by bringing all the players to the table — both women and men — and focusing on equal pay for women, equal opportunity, and workplaces free of harassment. You can read more about the activities and accomplishments of the year in Yolanda’s year in review piece on page 10.

Yolanda recognized the WBA co-chairs, past presidents, and board members in attendance, and called them to the front of

the room to be publicly saluted for their efforts to advance the mission of the WBA.

The evening’s program began with keynote remarks by CNN’s Pentagon Correspondent **Barbara Starr**, who spoke about the impact of journalists, the military, and those in the legal profession on freedom and equality.



WBA committee & forum co-chairs



WBA 2018-2019 Board of Directors



WBA past presidents

◀ continued from previous page...



*Bridget Bailey Lipscomb, Barbara Starr
& Yolanda Hawkins-Bautista*

The 2019 Woman Lawyer of the Year Award was presented to Laurie Robinson Haden, Senior Vice President and Assistant General Counsel at CBS Corporation and the Founder and CEO of Corporate Counsel Women of Color. During her remarks, she shared how her mother mentored her to advocate for herself in the workplace and the genesis of Corporate Counsel Women of Color, which began as a like-minded group of women striving for equal opportunities and equity. She emphasized that **EVERYONE** has a part in diversity and inclusion efforts and has a responsibility to use their voice to address issues of inequity and discrimination.

The evening's program included a tribute to WBA members and leaders who passed away in the past year: **Dovey Johnson Roundtree**, WBA's 2011 Janet Reno Torchbearer recipient and WBA's first member of color; Hon. **Noël Anketell Kramer**, WBA's 2005 Woman Lawyer of the Year in 2005 and three-time Star of the Bar honoree (2002, 2007, and 2011); sustaining member **June D.W. Kalijarvi**; and **Jennifer Porter**, WBA past president (1989-1990) and WBA Foundation past president (1993-1996).

WBA Foundation President **Bridget Bailey Lipscomb** introduced the 2019 grantee video, which featured testimonials from this year's grantees. She also invited attendees to give to the Foundation via the United Way's Do More 24 initiative, which was held the same evening as the dinner. The Foundation raised over \$11,000 (a record) during the 24-hour fundraising campaign.

The evening concluded with the induction of the new WBA President **Jill Dash**, who announced her bar year theme of "Building Community, Building Power."



Barbara Starr



*Laurie Robinson Haden &
Yolanda Hawkins-Bautista*



Laurie Robinson Haden



Yolanda Hawkins-Bautista & Jill Dash

Annual Dinner Sponsors

LEADERSHIP

Freddie Mac
T-Mobile
Weil, Gotshal & Manges LLP

BENEFACTOR

American Constitution Society
Cornerstone Research
DLA Piper US LLP
Latham & Watkins LLP
Mitchell Silberberg & Knupp LLP
Venable LLP
Williams & Connolly LLP

UNDERWRITER

Allen & Overy LLP
Arent Fox LLP
Beveridge & Diamond PC
Bryan Cave Leighton Paisner LLP
Buckley LLP
Capital One
Covington & Burling LLP
Crowell & Moring LLP
Deloitte
Dentons US LLP
Eversheds Sutherland (US) LLP
Finnegan, Henderson, Farabow,
Garrett & Gunner, LLP
Gibson, Dunn & Crutcher LLP
Hollingsworth LLP
Hunton Andrews Kurth LLP
Jackson & Campbell, P.C.
Kalijarvi, Chuzi, Newman &
Fitch, P.C.
Kirkland & Ellis LLP
Littler Mendelson, PC
Lowenstein Sandler LLP
Morgan, Lewis & Bockius LLP
Northwestern Mutual
Paul, Weiss, Rifkind, Wharton
& Garrison LLP
Skadden, Arps, Slate, Meagher
& Flom LLP
The Groom Law Group,
Chartered
Vedder Price P.C.
Vinson & Elkins LLP
White & Case LLP
Wiley Rein LLP
Wilkinson Barker Knauer LLP
Willkie Farr & Gallagher LLP

...continued page 5

◀ continued from previous page...



Alison Barberi & Lauren Brown



Jill Dash, Charlotte Kuenen & Cory Amron



Susan Kovarovics, Cathy Pagano & Mytrang Nguyen



Renunda Lee & DC Councilman Brandon Todd



Rosemarie Longo, Candace Beck, Mary Blatch, Elizabeth Jones, Shannon McGovern & Cynthia Hemphill



Dani Rosetti, Kara Dodson & Nancy Carver



Aleksandra Rybicki, Samantha Lewis & Gabriela Chambi



Yolanda Hawkins-Bautista & Kirsten Wilkerson

◀ continued from previous page...



Andrea Roane & Yolanda Hawkins-Bautista



Tamika Tremaglio, Hon. Yvonne Williams & Holly Loiseau



Gwen Simmons & Martha Saenz



Joanne Young & Pat Gurne

Annual Dinner Sponsors (continued)

SMALL FIRM/SMALL OFFICE PATRON

BurgherGray LLP
Delaney McKinney
Extensio Law, PLLC
FVC Bank
Gray Plant Mooty

Jurdu, Inc.
KaiserDillon PLLC
Kirstein & Young PLLC
Knovos

Law Offices of Alfred F.
Belcuore
Oутten & Golden LLP
Regan Zambri Long, PLLC
Savit & Szymkowicz, LLP

The Spiggle Law Firm
Trow & Rahal, P.C.
Volta Talent Strategies

ADVOCATE

Ain & Bank P.C.
American University Washington College
of Law
Ann K. Ford

Jennifer Duane
Kathleen Gunning and John C. Keeney Jr.
Landman Corsi Ballaine & Ford
Miles & Stockbridge, P.C.

Nixon Peabody LLP
Rees Broome, PC
Sanford Heisler Sharp, LLP

FRIENDS

Ann Bushmiller
Barsily International Ltd
Brennan Center for Justice
Bridget Bailey Lipscomb
Cheryl Barnes
Christina Sarchio
Consuela A. Pinto
Danielle Beach
Duane Morris LLP
Ellen M. Jakovic
Epiq Global
Grace Parke Fremlin

HKM Employment Attorneys
LLP
Hon. Delissa A. Ridgway
Hon. Diane Brenneman
iDs
Ilene Price
James J. Sandman
Janine Harris
Julia M. Toro Law Firm PLLC
Kara P. Dodson
Karen M. Lockwood
Kerri M. Castellini

The Law Office of Jessica E.
Aldler
Lightspeed Legal
Lorelie S. Masters
Lucy A. Thomson
M.C. Thomas & Associates, PC
Martha JP McQuade
Maureen Thornton Syracuse
Mira Nan Marshall
Nancy A. Long
National Women's Law Center
Patricia Gurne
Paulette E. Chapman

Planet Depos
Rachel Hardwick
Sitcov Director, Inc.
Sonia W. Murphy
Sophie Cuthbertson
The Success Partner
Susan M.C. Kovarovich
Suzanne D. Reifman
Tanenholz & Associates PLLC
Tracy-Gene G. Durkin
Women Lawyers on Guard
Action Network, Inc.

Saying Goodbye to a WBA Sister, Friend, and Mentor (continued from page 1)

By Nancy Long, Senior Counsel, American Association of University Professors and WBA Past President & WBAF Past President



Jennifer Porter

Jennifer Porter, past WBA and WBA Foundation President, passed away on March 25, 2019, after a long and courageous battle with cancer. Jennifer was a unique and exceptional woman and all who knew her will miss her wisdom, guiding presence, and wicked sense of humor.

Jennifer served as WBA President from 1989 to 1990 and WBAF President from 1993 to 1996. Jennifer served the WBA and WBAF in an exceptional manner. Jen's demonstrated commitment to justice and equality ensured that the WBA and WBAF thrived under her stewardship — she displayed integrity, sound judgment, and a quiet ability to lead with humility and grace. Jennifer was a champion of diversity and treated everyone she encountered with respect and dignity. Jennifer taught many of my WBA sisters (and brothers) how to be an effective steward — I am one of the eternally grateful.

I first met Jennifer in 1990. As a newly minted WBA member, I attended my first WBA Annual Dinner. As then-WBA President, Jennifer presided over the evening's program. I was struck by her warmth and wit, but also inspired by her dedication and commitment to the WBA and its mission. As I became more involved with the WBA, Jennifer became a mentor, professional colleague, and friend. I cherish my memories of Jennifer and wish I expressed my gratitude more often.

A native of Brisbane, Australia, Jennifer spent nearly four decades in private practice as a partner at the Texas-based law firm Andrews & Kurth and then as co-founder of Gurne Porter LLC. Her expertise in environmental and workplace health and safety issues made her a frequent public speaker, and she acquired a national reputation for scrupulous, compassionate advocacy.

Jennifer was married in 2016 to her long-time partner, Patricia Gurne, also a past WBA and WBAF President and the 1999

WBA Woman Lawyer of the Year. She also leaves behind two brothers, both currently living in Australia.

Current WBAF President Bridget Bailey Lipscomb reports that in honor of Jennifer, the WBAF will name one of its 2020 grants after her and add a special sponsorship level to the 2020 Grants Awards Ceremony.

To my sister, friend, and mentor Jennifer Porter

Our lives will be greater

Our lives will be fuller

Because we shared moments with you.



Jennifer Porter & Hillary Clinton



Texas Governor Ann Richards & Jennifer Porter

Implications of Technological Advances for Business Opportunities, Law, and Policy: What You Need to Know About Blockchain

By Cathy Pagano, WBA Board Member and Elizabeth Varner, Co-Chair, WBA Leadership Task Force

Don't be left behind! Blockchain is an important topic to know about whether you are working with it, harnessing business opportunities to improve yourself or your employer's position, or simply staying up to date with current issues. You don't need to know software programming, and this isn't just for the technology sector. This is an issue for you!

What is Blockchain?

Blockchain, or distributed ledger, is "a shared, encrypted ledger that is maintained by a network of computers."¹ At a high level, blockchain works by "computers verify[ing] transactions Each user can access the ledger, and there is no single authority." One of the most commonly known applications of blockchain is its use in virtual currency like Bitcoin. Other developing blockchain applications include smart contracts, corporate filings, public service records, real estate transactions, intellectual property rights, notary services,² and even voting and supply chains.³

Benefits include transparency, confidence that the data has not changed, and efficiency by removing standard intermediaries such as banks and government. Some negatives could include scalability; blockchain, whether requiring mining for Bitcoin or another type of system, requires many resources.⁴ Potential for fraud or illegal transactions is also a concern; the oft-cited benefit of eliminating banks or government can be used to circumvent laws.⁵ While data security is a reported benefit of blockchain, every technology seems to face the risk of unauthorized access.⁶ Also, while data used in blockchain can record movement of objects, there are limitations to authenticating this data as there is no verification that the object is what the data says it is (i.e., you can verify that a painting was delivered to the shipper, but not necessarily that the painting was authentic).

Why Should WBA Members Care?

If blockchain changes the world of legal transactions, WBA members need to be in the know. Your clients, supervisors, or colleagues may already be asking you about this topic or using it. Also, you don't have to be a scientist or computer engineer to get it. You use email and social media every day without knowing how to build it. We also should care because DC is a regulatory hub and federal regulatory activity takes place here. Moreover, women typically are underrepresented in technology fields. Women are taking leadership roles in this field,⁷ and WBA supports women who are trying to advance in this area. This article will help get you started and provide resources for your further development.

Key Legal, Policy, and Business Issues with Blockchain

Some key legal issues with blockchain include impacts on legal transactions such as automating and authenticating functions (e.g., court and property records, potentially serving as a notary public); enforceability of smart contracts; and concern with illegal activities such as enabling or concealing fraud and other criminal conduct. Key policy issues include the extent to which

1 Mike Orcutt, How Blockchain Could Give Us a Smarter Energy Grid, MIT Technology Review (October 16, 2017), available at www.technologyreview.com/s/609077/how-blockchain-could-give-us-a-smarter-energy-grid.

2 Megan Miller, The Promise of Blockchain in Law, ABA Law Practice Today, (Jan. 12, 2018), <https://www.lawpracticetoday.org/article/blockchain-in-law>.

3 17 Blockchain Applications that are Transforming Society, Blockgeeks, blockgeeks.com/guides/blockchain-applications.

4 James A. Cox, The Basics of Blockchain for Business Lawyers, ABA Business Law Today (Nov. 28, 2018), businesslawtoday.org/2018/11/basics-blockchain-business-lawyers.

5 Nikita Malik, How Criminals and Terrorists Use Cryptocurrency: And How To Stop It, Forbes, (Aug. 31, 2018), www.forbes.com/sites/nikitamalik/2018/08/31/how-criminals-and-terrorists-use-cryptocurrency-and-how-to-stop-it/#15571cb63990.

6 Luke Fitzpatrick, A Hacker's Take on Blockchain Security, Forbes, (Feb. 4 2019), www.forbes.com/sites/lukefitzpatrick/2019/02/04/a-hackers-take-on-blockchain-security/#78545b754334 (last visited April 3, 2019)

7 Avi Satzman, 4 Women Who Make a Difference in Blockchain, Barron's, (Aug. 20, 2018), available at www.barrons.com/articles/4-women-who-make-a-difference-in-blockchain-1534554704.

blockchain should be regulated, if at all.⁸ Key business issues encompass whether an entity should rely on blockchain, whether in an existing program or by creating a new regime. Blockchain can potentially enhance security, transparency, and efficiencies gained by removing central authorities such as banks or regulators who typically broker these transactions (e.g., trading energy between parties instead of selling it back to the grid and then repurchasing it).⁹ However, blockchain requires a lot of resources (time, financial, energy, infrastructure, and users) to support its verification methodology¹⁰ as well as the initial threshold investment in the new program and costs to transfer data. In other words, is blockchain advisable for the use you contemplate?¹¹ As with any new technology, risks, benefits and costs for the particular situation should be evaluated to make an informed decision about potential use of this technology.

Update on Legislation

Blockchain is a hot topic in Congress, with a focus on studying this technology and bolstering its development. A Congressional Blockchain Caucus was created in the 114th Congress, and while it does not appear that a woman has joined yet, hopefully we'll see that soon.¹² In October 2018, Congressional Blockchain Caucus leaders expressed support for the National Institute of Science and Technology (NIST)'s internal report reviewing blockchain technology and for working with NIST to enhance understanding of this technology.¹³ In addition, a number of bills have been introduced so far this year to enhance development of this technology, including the following. Rep. Tom Emmer (R-MN), a Co-Chair of the Congressional Blockchain Caucus, introduced the "Blockchain Regulatory Certainty Act", to provide a safe harbor for certain "non-controlling" blockchain developers and blockchain service providers.¹⁴ This bill would exempt these entities from certain licensing or financial reporting requirements if they do not control consumer funds. Taking a different approach, two Georgia Congressmen, Rep. David Scott (D-GA) and Rep. Barry Loudermilk (R-GA), introduced the "FINTECH Act of 2019", to establish a FinTech Council to designate a single primary regulator of eligible FinTech startups, and to create the Offices of Financial Innovation for each Federal financial regulator.¹⁵

Senator Todd Young (R-KY) and Senator Edward Markey (D-MA) introduced the "Blockchain Promotion Act of 2019" legislation directing the Secretary of Commerce to establish a working group to report to Congress with a recommended definition of blockchain technology.¹⁶ The working group also would be required to give recommendations for a study on the impact of blockchain technology on electromagnetic spectrum policy; a study to examine a range of potential applications, including non-financial applications, for blockchain technology; and Federal agency opportunities to use blockchain technology.

To enhance consumer protection, Rep. Darren Soto (D-FL) introduced the "Virtual Currency Consumer Protection Act of 2019" (H.R. 922)¹⁷, and the "U.S. Virtual Currency Market and Regulatory Competitiveness Act of 2019" (H.R. 923)¹⁸. H.R. 922 would require the CFTC and other agencies to submit to Congress a report to promote fair and transparent virtual currency markets by examining the potential for price manipulation. H.R. 923 would require the CFTC and the SEC to submit a

8 Zhuling Chen, How Should We Regulate Blockchain? It Depends on Which Country You Ask, Fortune (June 25, 2018), fortune.com/2018/06/25/blockchain-cryptocurrency-technology-regulation-bitcoin-ethereum.

9 Orcutt, *supra* note i; Miller *supra* note iii.

10 Cox, *supra* note 5.

11 Chris Murphy, Why Do I Need Blockchain if I Have a Database?, Forbes, (Feb. 25, 2019), www.forbes.com/sites/oracle/2019/02/25/why-do-i-need-blockchain-if-i-have-a-database

12 Cong. Blockchain Caucus, www.congressionalblockchaincaucus.com.

13 Press Release, Rep. David Schweikert, Blockchain Caucus Leaders Commend NIST Standard for Blockchain Technology (Oct. 26, 2018), schweikert.house.gov/media-center/press-releases/blockchain-caucus-leaders-commend-nist-standard-blockchain-technology.

14 H.R. 528, 116th Cong. (2019), bill and Cong. Research Service summary available at www.congress.gov/bill/116th-congress/house-bill/528.

15 H.R. 1491, 116th Cong. (2019), available at www.congress.gov/bill/116th-congress/house-bill/1491.

16 S. 553, 116th Cong. (2019), available at www.congress.gov/bill/116th-congress/senate-bill/553/text; see Press Release, Sen. Todd Young, (Feb. 26, 2019), at www.young.senate.gov/newsroom/press-releases/young-and-markey-lead-senate-introduction-of-blockchain-legislation-

17 H.R. 922, 116th Cong. (2019), available at www.congress.gov/bill/116th-congress/house-bill/922.

18 H.R. 923, 116th Cong. (2019), available at www.congress.gov/bill/116th-congress/house-bill/923.

report to Congress describing U.S. regulation of the virtual currency industry, the potential benefits of virtual currency and blockchain technology in the commodities market, and any recommendations for legislative change.¹⁹

Blockchain technology also has been explored in congressional hearings. Two House Science Subcommittees held a hearing last May to discuss potential uses and pitfalls with blockchain technology. One witness expressed concern regarding the potential for the development of “walled gardens” or closed technology platforms that do not support common standards for security, privacy, and data exchange.²⁰

Based upon cybersecurity concerns, language in the FY2018 Defense authorization act required the Secretary of Defense to provide a briefing to Congress describing possible offensive and defensive cyber applications of blockchain technology; an assessment of the use of such technologies by foreign powers, the Federal Government, and critical infrastructure networks; and possible critical infrastructure vulnerabilities. (P.L. 115-91, sec. 1646, 131 Stat. 1750).²¹

At the State level, legislatures are studying blockchain, its potential in securing records and transactions, its possible economic development benefits, and the best practices and legal ramifications of this technology. For example, in 2018, the California legislature passed a law requiring the California Government Operations Agency to appoint a blockchain working group to evaluate the uses, risks and benefits, legal implications, and best practices associated with use of blockchain in state government and in California-based businesses.²² New York legislation in 2018 created a digital task force and requires it to submit a report by 2020 to review the digital currency, cryptocurrency, and blockchain industries in New York.²³ The report also will include a review of laws and regulations on digital currency used by other states, the Federal government, foreign countries, and others to regulate the industry and any legislative and regulatory recommendations. Other states also are reviewing this technology and studying regulatory and policy issues, and more action is anticipated in this rapidly-developing area.²⁴

How to Learn More

Given space constraints, this article can't share everything about blockchain. To learn more and get involved with legal, policy, and business issues with blockchain, here are a few starting points:

- Take a MOOC (Massive Open Online Course). There are many free online classes on blockchain.²⁵
- Join a blockchain Meetup. There are many in the DMV with groups specifically for Federal workers and women. One Meetup is All Things Ethereum, which is run by Consensys.²⁶
- Federal employees can join GSA's Federal Blockchain Community.²⁷ Everyone can join GSA's public listserv for blockchain.

For more information or questions about science and technology issues in law, policy, and administration, contact our authors: Cathy Pagano, cvpages10101@gmail.com, and Elizabeth Varner, Elizabeth.c.varner@gmail.com.

19 Press Release, Rep. Darren Soto, Legislation commissions research on potential cryptocurrency risks and preventative methods, Jan. 30, 2019, soto.house.gov/media/press-releases/rep-soto-introduces-bipartisan-bills-preventing-virtual-currency-price.

20 Leveraging Blockchain technology to Improve Supply Chain Management and Combat Counterfeit Goods, Hearings Before the House Subcommittee Oversight and the Subcommittee on Research and Technology, House Science Committee (May 8, 2018), Statement of Dr. Douglas Maughan, Cyber Security Division Director, Science and Technology Directorate, U.S. Dept. of Homeland Security, available at science.house.gov/imo/media/doc/Maughan%20Testimony.pdf.

21 H.R. 2810, “National Defense Authorization Act for Fiscal Year 2018”, “Briefing on Cyber Applications of Blockchain Technology,” sec. 1646, 131 Stat. 1750, P.L. 115-91 (2019), available at www.govinfo.gov/content/pkg/PLAW-115publ91/pdf/PLAW-115publ91.pdf.

22 2018 Cal. Gov. Code § 11546.9, Deering's Cal. Code Annotated, available at [leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201720180AB2658](https://leginfo.ca.gov/faces/billTextClient.xhtml?bill_id=201720180AB2658).

23 A8387-B, 2017-2018 Legislative Session “An Act to establish the digital currency task force; and providing for the repeal of such provisions upon expiration thereof”, signed Dec. 21, 2018 (N.Y. 2018), available at www.nysenate.gov/legislation/bills/2017/a8783.

24 Heather Morton, Blockchain Technology: An Emerging Public Policy Issue, National Conference on State Legislatures, LegisBrief, Vol. 25, No. 44, Nov. 2017, www.ncsl.org/research/fiscal-policy/blockchain-technology-an-emerging-public-policy-issue.aspx.

25 Classes include Coursera Classes related to blockchain, www.coursera.org/courses?query=blockchain; Consensys Academy, www.coursera.org/consensys; MIT Management Executive Education, Blockchain Technologies: Business Innovation and Application, executive-education.mit.edu/mit-blockchain-technologies-online-short-course-sf.

26 Ethereum Meetup, www.meetup.com/All-Things-Ethereum

27 GSA, Government IT Initiatives, Blockchain, www.gsa.gov/technology/government-it-initiatives/emerging-citizen-technology/blockchain.

WBA Year in Review

By Yolanda Hawkins-Bautista, WBA President; Associate General Counsel, Legal Division, Litigation, Freddie Mac

Our theme for the 2018-2019 bar year was “**DARE TO MAKE AN IMPACT.**” While we have made great advances over the past 102 years, our work is far from done. Now is not the time to be fatigued or discouraged. We must continue to stand up and be heard. We can do this in many ways, including by providing a voice on legislation that impacts women and girls, becoming more involved with the community, and offering our legal expertise to organizations that support our cause.

At the 2018 Annual Dinner, as I was taking office as WBA President, I announced that I would focus on seven initiatives: **Advocacy; Women and Finance; Future Leaders; Women of Color Taskforce; More Than an Attorney; Wellness Committee** and **CLE Abroad**. I am pleased to report that we have successfully fulfilled the goals of all seven initiatives.



Yolanda Hawkins-Bautista

Advocacy

Often, to guide our course of action in the present moment, we have to review and leverage what we have done in the past. From its inception, the WBA's founders and members have fought to break down barriers. As a result, advocacy is a core component of the organization's genes, and we never shy away from tackling controversial issues. We work to protect the rights of all people, particularly those who are marginalized and denied the protections provided to others.

In the 1920s, our members marched on Washington to demand the right to vote not only for women, but also for the citizens of DC. During the Civil Rights movement, the WBA fought for racial equality and supported the passage of the Civil Rights and Voting Rights Acts. As a leader in advocating for the equality of women and the protection of their rights, the WBA blazed trails by drafting and advocating for legislation that advanced equal rights for women in many realms. For instance, the WBA has lobbied for the Equal Rights Amendment and for women's access to healthcare and reproductive rights. As it relates to women's access to healthcare and reproductive rights, the WBA was part of a coalition supporting the federal Freedom of Choice Act that would guarantee the right to abortion even if *Roe v. Wade* was overturned and joined a campaign to support the ABA's reproductive rights resolution. Both actions were in keeping with the membership's vote in 1989 to take steps to protect women's right to choose. It is against this backdrop of continuous, multi-faceted advocacy that we now shift our focus to addressing issues that presented themselves during the bar year.

The WBA addressed the Administration's zero tolerance decision to criminally prosecute adults crossing the southern border by separating more than 2,700 children from their parents or other adults. In keeping with our principles, at the 2018 Stars of the Bar event, the WBA honored grassroots organization leaders from **Ayuda, CAIR Coalition, Lawyer Moms of America, and KIND** who are leading the way in the current fight against immigration policies that separate families. In addition, the Immigration Law Forum and Legal Advocacy Committee Co-chairs – **Rosemarie Longo, Mary Blatch, Pauline Schwartz, Kate Adams, and Laticia Corona** – hosted a program addressing the immigration crisis. The program featured various non-profit immigration organizations and immigration judge, the **Hon. Lawrence Burman**. The panelists provided a

A graphic advertisement for Volta. It features a solid orange background with faint, overlapping circular patterns. The text is white and arranged in a clean, modern font.

THOUGHTFUL.
CREATIVE.
STRATEGIC.

WE ADVISE LAWYERS AT EVERY STAGE OF THEIR CAREERS.

consulting
coaching
outplacement
training
voltapeople.com

VOLTA
Certified as a Women-Owned Business

comprehensive explanation of the current immigration legal issues and the crisis of family separation and detention of asylum-seekers with Judge Burman sharing insights from the bench on the legal and organizational challenges facing the Immigration Court system. The WBA also released a **Family Unity Issue Statement**, which argues against the family separation policy and advocates for reuniting families impacted by the administration's policy. Our immigration crisis awareness efforts culminated in a Week of Service in which our members volunteered with non-profit immigration organizations.

In addition to our immigration work, the WBA also addressed the potential threat to *Roe v. Wade* and women's reproductive rights. As part of our fight for women's reproductive rights, we launched the **#OurBodiesOurVoices** campaign, which stemmed from the announcement of the nomination of U.S. Circuit Judge Brett Kavanaugh to the U.S. Supreme Court. The WBA firmly believes that women have the right to control their own bodies. Thus, the campaign encouraged women and men to come out of the dark and share their personal stories about their respective decisions to terminate a pregnancy. Several women bravely shared their stories either in a video or anonymously.

After Justice Kavanaugh's appointment to the Supreme Court, the WBA held a forum entitled, **"What's at Stake for Women in the Supreme Court Confirmation Process?"** At the forum, we convened a panel with representatives from the National Women's Law Center, Center for Reproductive Rights, Mexican American Legal Defense and Education Fund, and a former Deputy Attorney General of Maryland. The panel examined the impact of Kavanaugh's appointment on many of the issues that disproportionately affect women and minority populations, such as reproductive, voting, and workplace rights; immigration policies; and access to justice, education, and healthcare. While the panelists acknowledged the challenges that we will likely face in the fight to uphold these rights, they also illuminated approaches to overcoming potential obstacles at the Supreme Court level, such as finding ways to make a difference at the local and state levels.

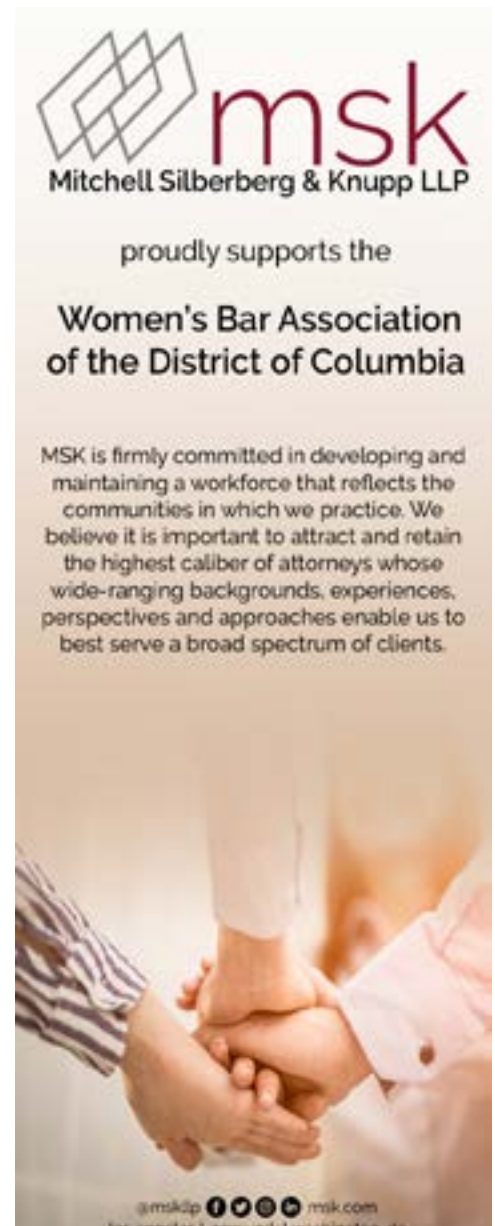
Our advocacy also included signing on to a record-breaking number of amicus briefs focused on protecting rights that impact women. Led by our stellar and very busy co-chairs **Mary Blatch**, **Kathleen Borschow**, and **E. Brantley Webb**, the WBA has signed on in support of women's rights and the promotion of diversity in the following amicus briefs: *Jane Doe 2 v. Trump*, *Pennsylvania v. President of the United States*, *Massachusetts v. Department of Health and Human Services*, *Tudor v. Southeastern Oklahoma State University*, *Karnoski v. Trump*, *California v. Ross*, *City of San Jose v. Ross*, *La Union del Pueblo Entero v. Ross*, *Adams v. St. John's County School Board*, *Pennsylvania v. President of the United States (3rd Cir. and Eastern District)*, *California, et al v. Department of Health and Human Services*, (9th Cir. and Northern District), and *Jane Doe v. University of Kentucky*.

The WBA will continue to stand up for the voiceless and advocate on behalf of women, girls, and other marginalized populations in both the Washington DC Metropolitan area and across the country. The WBA was founded by women who stood up and joined forces before women even had the right to vote. 102 years later, women are still fighting for a voice, and the WBA remains at the forefront of amplifying that voice, ensuring it is heard, and using it to advocate for women's rights in every facet of society.

Women and Finance

The Women and Finance Committee, led by board members **Charlotte Kuenen** and **Anna Ratner**, produced a five-part series that focused on improving personal finance habits and addressing the importance of comprehensive financial planning. The programs covered asset allocation, retirement planning, insurance, estate planning, and wealth transfer. Panelists cautioned attendees to avoid common pitfalls around wealth transfer, such as:

- Not having a financial plan, updated will, or trust in place that specifies how your assets should be distributed when something unexpected happens to you;



- Not communicating or sharing the existence or location of necessary estate plan documents with family members or affected parties;
- Not updating beneficiaries on investment accounts, insurance policies, or other relevant holdings when life events, such as divorce, suggest this is critical;
- Not updating wills, trusts, and other relevant estate documents when important changes in life situations dictate that this is necessary;
- Not being specific enough in the text of estate documents; and
- Using the “we don’t talk about money in the house” excuse.

The financial power of women is growing, but women encounter unique obstacles when it comes to harnessing that power. Women’s financial lifespans differ in certain respects, given that they are more likely to be widowed during retirement and often place their needs as a last priority. Thus, the WBA developed this committee to bring financial wellness to the forefront and will continue the work of this committee during the next bar year.

Future Leaders

Under our Future Leaders Initiative, the **WBA co-chairs**, past president **Sonia Murphy**, board member **Candace Beck**, **Tonya Gaskins**, and **Angela Whitehead Quigley** hosted the WBA’s Mock Trial Academy. Thirty children, ages 8-13, participated in this sold-out workshop. Guided by experienced litigators, the children crafted opening statements, direct and cross examinations of six witnesses, and closing arguments. Later, they participated in their own mock trial at the Catholic University of America — Columbus School of Law’s mock courtroom before a judge and a jury comprised of their parents. We hope that this group of diverse, bright, and articulate children will continue to pursue their legal education and someday join the WBA.

Women of Color Taskforce

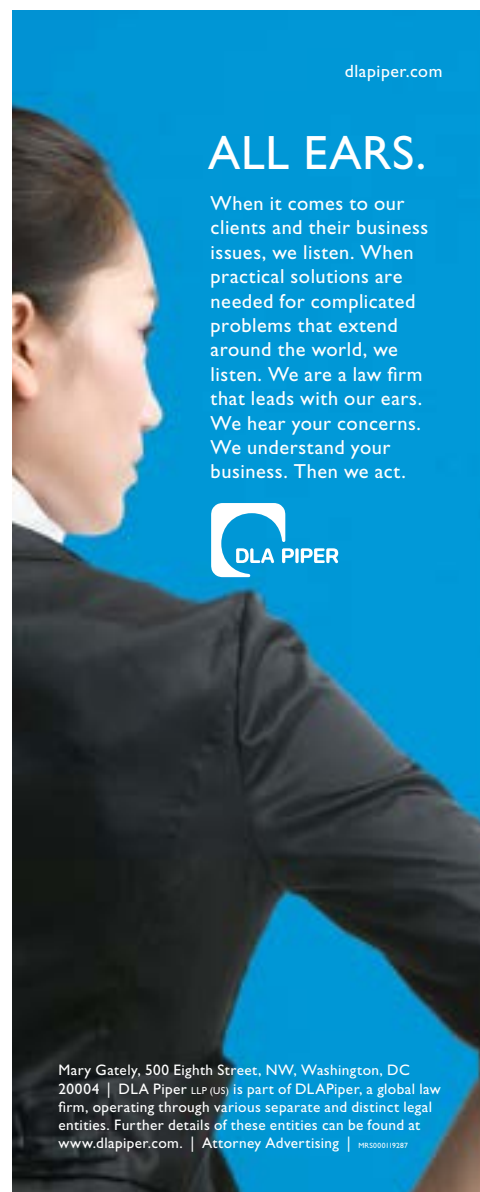
One of our major initiatives this year involved increasing the number of women of color partners and senior-level positions in corporate law departments in the DC area. To that end, **the WBA created the Corporate Counsel and Law Firm Women of Color Taskforce** led by co-chairs **Sherlyn Johanson**, **Amy Bess**, **Sherri Evans Harris**, and **Kimberly Hulsey**.

Studies show that minority women continue to be the most dramatically underrepresented group as partners and in executive and management-level positions in corporate law departments. In light of the alarming statistics, law firms and corporate legal departments have taken on the challenge of improving diversity and inclusivity in their ranks. Yet, despite their proclamations of embracing diversity, their efforts have not manifested among every demographic group. While diversity initiatives have produced substantial gains for white women, they have produced minimal or no gains for women of color. We applaud and support these strides in the promotion of white women, and we desire to see significant advancement with respect to women of color as well.

The Task Force held its kickoff event, “Formula for Success: How In-House Counsel Can Advance Women of Color to Partnership,” on December 4, 2018. The event brought together senior law firm partners and general counsels to discuss the challenges that women of color face in big law firms and to propose possible solutions to overcoming those challenges. Interest in the event was high, with almost 80 stakeholders in attendance.

Following the kickoff event, the Taskforce held monthly meetings focused on developing best practices and a meaningful metric to track diversity and inclusion (D&I) efforts. The committee developed possible solutions, which included developing the Dovey Roundtree Rule (Roundtree Rule). The Roundtree Rule, a third generation of the Mansfield Rule and Rooney Rule, specifically advocates for the advancement of women of color in law firms and corporate law departments.

The Rooney Rule, created in 2003, requires every NFL team to interview at least one minority candidate for head coach and front office vacancies. In an effort to diversify the legal profession, law firms adopted the Rooney Rule and also committed to interview more than one diverse candidate for positions within the firm. The Mansfield Rule, a winning idea from the Women



dlapiper.com

ALL EARS.

When it comes to our clients and their business issues, we listen. When practical solutions are needed for complicated problems that extend around the world, we listen. We are a law firm that leads with our ears. We hear your concerns. We understand your business. Then we act.

DLA PIPER

Mary Gately, 500 Eighth Street, NW, Washington, DC 20004 | DLA Piper LLP (US) is part of DLA Piper, a global law firm, operating through various separate and distinct legal entities. Further details of these entities can be found at www.dlapiper.com. | Attorney Advertising | HR5000119287

in Law Hackathon, requires participating law firms to consider at least 30 percent women, members of the LGBTQ community, and minority lawyers for significant leadership roles. The Mansfield Rule should be applauded for its efforts. However, as constructed, it does little to positively impact the number of senior and leadership roles for women of color. The Roundtree Rule is designed to address this deficit by ensuring that women of color reap benefits comparable to those that white women have experienced due to the Mansfield Rule. Our research and observations reveal the need to be more targeted, explicit, and purposeful in addressing the advancement of women of color.

The WBA encourages law firms and legal departments in the Washington Metropolitan area (as well as national and global organizations with a significant Washington presence) to commit to a modified Mansfield Rule that would include updated guidelines geared toward promoting inclusivity. Specifically, for each vacancy in leadership roles and other opportunities, the firm or corporate legal department will include women of color candidates, the greater number of: 1) at least two women of color; or 2) 20% of the eligible candidates. These leadership roles and activities include:

- Equity Partner Promotions
- Lateral Partner and Mid/Senior Level Associate Searches
- Practice Group & Office Head Leadership
- Executive Committee and/or Board of Directors
- Compensation Committee
- Chairperson and/or Managing Partner
- Formal Pitch Opportunities
- Supervisory In-House Counsel Roles
- In-House Corporate Legal Operations/Chief of Staff Roles
- Deputy General Counsel and General Counsel Roles

Descriptions and qualifications needed to obtain these positions should be documented and transparent. Also, there should be a tracking system in place to document the candidates considered and the hiring parties' compliance with the Rule. **The WBA is seeking law firms and corporate law departments to pilot its implementation of the Roundtree Rule.** For further information, please visit the website at wbadc.org/roundtreerule or contact us at womenofcolor@wbadc.org.

As part of the Taskforce efforts, the committee held the **Dare to Make an Impact Conference: Advancing Women of Color**. The room was filled to capacity, and the event completely sold out. The conference focused on dismantling the barriers to entry and success for women of color within the partnership ranks of law firms and law departments with specific emphasis on creating strategies and tools for overcoming those barriers. Panelists and participants also discussed the necessity of building structures within firms to support the success and advancement of women of color.

Panelists also argued that in-house legal departments are uniquely positioned to help move the needle on the advancement of women of color by setting diversity standards for the management and staffing of their outside legal matters. We heard from law firm leaders regarding creative strategies and tactics they have employed for ensuring that opportunities exist for women of color to work on important client legal matters and gain critical visibility both inside and outside their firms. We explored how in-house legal departments and law firms, when aligned to advance consistent strategies, can have a measurable impact on the advancement and success of women of color attorneys.

The panelists shared their personal experiences regarding ways that they have identified issues around inclusivity and developed programs to provide opportunities for diverse attorneys within their organizations. They offered thought-provoking, progressive solutions to the age-old problem of making the legal profession more diverse and inclusive. These impactful solutions include holding senior management accountable, tying D&I to compensation, and developing a metric to track and measure an organization's D&I efforts. Through their presentations, it became clear that corporate legal departments play a

| | | | | | |
|--|---|--|--|--|--|
|  | | |  | | |
| Barcelona Beijing Boston Brussels Century City Chicago Dubai Düsseldorf Frankfurt Hamburg | Hong Kong Houston London Los Angeles Madrid Milan Moscow Munich New Jersey New York Orange County | Paris Riyadh* Rome San Diego San Francisco Shanghai Silicon Valley Singapore Tokyo Washington, D.C. | Latham & Watkins is a proud sponsor of the  | | |
| <small>* In association with the Law Office of Salman M. Al-Sudairi</small> | | | | | |

pivotal role in getting law firms to focus on D&I. If clients require more diverse partners within their outside counsel firms, law firms will respond.

The WBA documented the events and other achievements by the Women of Color Taskforce in our Raising the Bar newsletter that can be found on our website at www.wbadc.org/newsletter. Special thank you to Kimberlee Gee for drafting the summary reports on the Women of Color Taskforce initiatives for the newsletter.

More Than an Attorney

The many barriers facing women in the legal profession have prompted some of us to seek other careers. The More Than an Attorney and Tax and Business Law forums hosted an event discussing this fact. The event was part of the Fireside Chat Networking Series, which was designed to highlight women around the country who play significant roles in the legal community. This special chat explored the career paths of three women who chose to leave the practice of law to explore their passions and create a career that has meaning to them. **Kandis Gibson**, co-chair and newly elected WBA Board member, served as the moderator of this expert panel. She posed poignant questions that allowed the audience to embark on a journey with the panelists that explored the impetus behind their decision to leave the law, the challenges each faced after leaving, and the rewards each reaped as a result. The featured panelists were **Lauren Frances-Sharma**, noted author of *'Til The Well Runs Dry: A Novel*; **Heather D. Horton**, CEO/Founder of The H-Squared Group LLC, a grief recovery coaching practice; and **Yael Krigman**, Owner of Baked by Yael, a DC cake popper.

While Lauren and Yael left private practice and Heather left the Federal government, they all shared the same reason for ultimately deciding to leave the law: each woman had consistently added value to her place of employment and given her time day in and day out to her employer, but was told “NO” when she made a simple request to empower herself. The panelists shared that they all realized that they needed to put themselves first going forward. They are each successful in their own right and are truly living out the saying we all hear on the first day of law school: “You can be anything you desire once you become a lawyer.” The critical thinking skills gained in law school play an integral role in making them all champions as they make their marks on society and embody the changes they want to see in the world.

Wellness Committee and CLE Abroad

We created the Wellness Committee to focus on crucial elements of self-care, such as fitness, nutrition, self-defense, family planning, and me-time. This year, the committee held an informative and supportive discussion of options to address infertility. Experts addressed medical barriers to conception and childbirth and options for creating a family. The panel featured an infertility doctor as well as panelists who shared their personal journeys with in-vitro fertilization and the adoption process. Please be on the lookout for the committee’s programs next bar year on nutrition and other areas of interest.

The WBA is in the process of planning a CLE trip abroad to Europe in June 2020, which will provide an opportunity to obtain CLE credit while traveling with your fellow WBA members and supporters. Details of the trip will be disseminated and posted on the website.

Other WBA Programs

In addition to the seven initiatives, the WBA put on a total of 52 programs. We held our second Casino Night this year, which was themed “**A Venetian Masquerade Evening**.” Led by board members **Sadina Montani** (newly elected President-Elect) and **Roya Vasseghi**, over 150 members and friends donned black tie attire and enjoyed silent and live auctions, gaming tables, dancing, prize baskets, and camaraderie. Casino Night was an overwhelming success. We look forward to seeing you in your elegant attire in January 2021 for our third Casino Night extravaganza.

Sanford Heisler Sharp
is proud to support women
lawyers and the Women’s
Bar Association.

sanfordheisler.com

Sanford
Heisler
Sharp,
LLP

New York
Washington, DC
San Francisco
San Diego
Nashville
Baltimore

Our Women in Politics Committee co-chairs, **Renunda Lee** and **Nancy Kuhn**, hosted “**What’s Next for Women and Families after the Midterm Elections?**” Representing a variety of perspectives and views, the panel consisted of **Joy Russell**, Chief of Staff for Angela Alsobrooks; **May Davis**, Deputy Assistant to the President and Deputy White House Policy Coordinator; **Krysta Nicole Jones**, Founder and CEO of Krysta Jones, LLC; and **Ashley MacLeay**, Elected at-large Representative for the DC State Board of Education. Moderated by DC’s very own **Andrea Roane**, former CBS-WUSA-TV Anchorwoman, the panelists engaged in a lively and informative discussion about how the new face of Congress will affect laws and policies impacting women, families, and minority groups.

The WBA also put on a multitude of substantive legal and skill development programs, including, but not limited to, the following: “**Effective Oral Advocacy: Tips from the Bench and the Bar**” (Litigation Forum); “**How to Prep a Witness**” (Litigation Forum); “**Energizing Innovations: New State and Local Advances in Energy and the Environment**” (Energy and Environmental Law Forum); “**Acing Applications — How to Drill Down for Success in Federal Government Employment Applications and Interviews**” (Government Attorneys Forum); and “**Going Global: The China Factor**” (International Law Forum).

Thank you to all the co-chairs and Board members for your stellar programming, hard work, and dedication in making the WBA an extraordinary organization. Additionally, I want to issue a special thank you to **Carol Montoya** and her staff at Potomac Management Resources for helping to keep the WBA running.

New Group of Law School Deans Marks Nationwide Trend Toward Diversity

At law schools across the country, there's been a recent wave of new deans who are women, people of color, or both. This spring, the law schools at Stetson University and University of Cincinnati respectively appointed as deans Michele Alexandre and Verna Williams, both of whom are black. In April, Jenny Martinez, who is Hispanic, assumed her new role as dean of Stanford Law School, and this summer, G. Marcus Cole, who is black, will become the first nonwhite dean of the University of Notre Dame Law School. What are some other recent and upcoming dean appointments that are part of this trend—and what could it mean, in the big picture? Find out at law.com: law.com/2019/03/21/incoming-batch-of-law-deans-is-more-diverse-than-ever

(From ABA's Bar Leader Weekly, Issue 149)

ABA Commission on Immigration Calls for Sweeping Reforms on Adjudication System

Last month, the ABA Commission on Immigration released a report that takes a top-to-bottom look at the nation's immigrant adjudication system and calls for sweeping reforms in the following broad areas: restructuring the immigration court system; overhauling how immigrants are represented; and, through legislation, improving the role of law enforcement in the immigration system. In announcing the report's release, ABA President Bob Carlson said that fairness and equal justice under the law have been severely eroded within the immigration system and that "tinkering around the edges" won't be enough to fix it. To learn more about the reforms that the commission recommended, and to access the full report, visit ABA Journal at abajournal.com/web/article/immigration-courts-still-need-reform-says-new-report-from-aba-immigration-commission.

(From ABA's Bar Leader Weekly, Issue 149)

Find and
synthesize
countless
points of
data with

epiq
clarity

Transform data into
knowledge accurately
and efficiently
with today's most
complete suite of
powerful eDiscovery
solutions.

Learn more at
epiqglobal.com

People.
Partnership.
Performance.

Class Action & Mass Tort
eDiscovery
Global Business Transformation Solutions
Regulatory & Compliance
Restructuring & Bankruptcy

President's Column

*By Jill Dash, WBA President;
Vice President of Strategic Engagement,
American Constitution Society*

I am thrilled to serve as your president for 2019-2020 and look forward to working with our network, both those who are stalwarts and those who are new to the Women's Bar Association. Last year we "dared to make an impact," and we still have so much more to do.

Our theme for the year is "**Building Community, Building Power.**" This theme recognizes that if we put our energies into making change collectively, with determination and creativity, we will achieve great things. Throughout the year, we will be thinking about the spaces where women lack representation and where working together, we can make great strides. We will be talking about women in a variety of leadership roles — in law firms, in boardrooms, in law schools, in nonprofits, in the judiciary, in legislatures, in government agencies, and in the DC community more broadly. Because, as Justice Ruth Bader Ginsburg once said, "Women belong in all places where decisions are being made."

We will also kick off our celebration of the 100th Anniversary of the ratification of the 19th Amendment, giving women the right to vote. We often extol the vision of our founders, Ellen Spencer Mussey and Emma Gillett, by noting that this organization was founded in 1917, before the 19th Amendment was ratified, but we all stand on the shoulders of the women who marched, organized, and died for women to have their voices heard in the governance of this country. The women of the WBA and the women across the country would not be where we are without the recognition bestowed by the 19th Amendment.

In any given year, the WBA is a busy and prolific organization with many facets. In any given month, you'll find us hosting panel discussions, partnering with legal organizations across the area (and



Jill Dash

sometimes across the country), signing on to amicus briefs on cases where women's rights or other issues critical to our mission are at stake, and mentoring those around us. But this is also a sisterhood, so you'll also find us celebrating each other's wins, lending advice or a shoulder for support, giving referrals for business, and sharing job opportunities.

We know you have limited time between work, family, and community obligations, but I hope you'll take the time to join us. We are always in search of dedicated volunteers, whether for a matter of hours or (as in my case) a matter of decades. If we are going to make lasting change, we need allies as we build our community and launch women into all the spaces where they belong.

2019–2020 WBA Board

OFFICER

President

Jill Dash
American Constitution Society

President-Elect

Sadina Montani
Vedder Price, P.C.

Treasurer

Sasha Hodge-Wren
Miles & Stockbridge, P.C.

Treasurer-Elect

Lauren Brown

Secretary

Renée-Lauren Ellis
Venable LLP

BOARD OF DIRECTORS

Candace Beck
Tanenholz & Associates, PLLC

Anne Collier
Arudia

Kandis Gibson
Foster, Murphy, Altman
& Nickel, PCC

Cynthia Hemphill
Trow & Rahal, P.C.

Sherlyn Johanson
Morgan, Lewis & Bockius LLP

Charlotte Kuenen, CFP®

Cathy Pagano

Anna Ratner
CFP Board

Natalie Roisman
Wilkinson Barker & Knauer, LLP

Rebecca Simon
Nixon Peabody

Michelle Turner Roberts
Berliner, Corcoran & Rowe, LLP

Roya Vasseghi
Rees Broome, PC

Immediate Past President

Yolanda Hawkins-Bautista
Freddie Mac

WBA Foundation News

Foundation President's Letter

By Bridget Bailey Lipscomb, WBA
Foundation President

Transforming Lives

As shown in our grantee video presented during the WBA/WBAF Annual Dinner on May 22, 2019, the work of the WBAF through its grantees transforms lives. Each one of the WBAF 2019 grantees — **African Communities Together, Amara Legal Center, Bread for the City, DC KinCare Alliance, DC Volunteer Lawyers Project, First Shift Justice Project, The Human Trafficking Legal Center, Legal Aid Society of the District of Columbia, Legal Counsel for the Elderly, The Network for Victim Recovery, and Tahirih Justice Center** — was featured in the grantee video. Our grants improve the lives of some of the most vulnerable members of our community who experience domestic violence, sex trafficking, immigration obstacles, and child care complications. Our grants also help elderly individuals obtain an unexpected tax credit. Over the years, the WBAF has awarded over \$750,000 to support the legal and related needs of many women and girls in DC who have been impacted by these issues. We hope you continue to support our efforts to reach our goal of \$1 million over the next few years.

As we reflect on our work and accomplishments over the last bar year, we are filled with pride. During 2018-2019, we worked in accordance with our strategic plan, increased our grant funding, supported first-time grantees, obtained new donors, had a first-time "thank you" reception for our donors, and had a record fundraising year, including raising more funds through online campaigns than ever before. Among other record-breaking campaigns, we exceeded our \$4,700 goal by raising over \$11,000 through DoMore24 the night of the Annual Dinner. This surplus will allow us to help more women and girls in DC.

The Annual Dinner was magical! We honored the WBA Past Presidents, received inspiring words from our keynote speaker, Barbara Starr, CNN Pentagon Correspondent, and honored the 2019 Women Lawyer of the Year, Laurie Robinson Haden, Senior Vice President &



Bridget Bailey Lipscomb

Assistant General Counsel at CBS Corporation and Founder & CEO of Corporate Counsel Women of Color. This sold-out gala was a night to remember! Mark your calendars now for next year's celebration, which will be held on May 20, 2020. You don't want to miss it!

I would be remiss if I did not thank our WBA's 2018-2019 President, Yolanda Hawkins-Bautista, for her steadfast support of the WBAF. Her personal contributions and her rallying of support from all WBA members played a significant role in our success of exceeding our fundraising goal. Through her seven initiatives, President Hawkins-Bautista made a substantial impact on the legal community, and I am grateful for her leadership.

As we move to the new bar year, the WBAF celebrates the 2019-2020 WBA President, Jill Dash. President Dash is a long-time WBA Board Member, who brings a wealth of historical knowledge and dedication to the WBA and the WBAF. I look forward to working closely with her and supporting the WBA educational initiatives.

Finally, the WBAF is extremely grateful for every donation we received large or small, and we ask for your continued support so that we can help more women and girls in DC.

The WBAF is a 501(c)(3) nonprofit organization. Contributions are tax deductible to the fullest extent allowed by law. Donations can be made through wbaf.kindful.com.

2019–2020 WBA Foundation Board

OFFICERS

President

Bridget Bailey Lipscomb

Vice President

Rachel Hardwick
America's Health Insurance Plans

Treasurer

Kirsten Wilkerson

Secretary

Gaffar Chowdhury
First Financial Group

Board of Directors

Chandra N. Branham
Advanced Medical Technology
Association (ADVAMED)

Latasha Boone
Deloitte Consulting LLP

Kerri Castellini
Price Benowitz LLP

Amy Conway-Hatcher
Baker Botts

Dawn Dalton
DC Coalition Against
Domestic Violence

Ann K. Ford
DLA Piper

Grace Parke Fremlin
Brasly International Ltd.

Mary Ellen Kleiman
National Association of
Chain Drug Stores

Mytrang Nguyen
Legal Services Corporation

Suzanne D. Reifman
General Dynamics Corporation

Sarah Surwit
FTI Consulting

Gail Westover
Eversheds Sutherland (US) LLP

Katie White
The George Washington University
Law School Career Center
KT White Law Careers LLC

Erica Williams
Kirkland & Ellis LLP

Natalia Wilson
Ain & Bank, P.C.

WBA BOARD LIAISON

Sadina Montani
Vedder Price, P.C.

WBAF Grant Awards Ceremony

The WBA Foundation presented its 2019 grants during the annual Grant Awards Ceremony in March. The evening's keynote speaker was **Judge Theodore D. Chuang**, U.S. District Judge of the U.S. District Court for the District of Maryland.

Attendees had an opportunity to network with representatives from each grantee and learn more about their work before moving to the auditorium for the presentation of grants. Many thanks to our host, Arent Fox LLP.

Prior to the event, grantees were interviewed to be featured in the 2019 grantee video, which can be viewed at wbacdfoundation.org.



Hon. Theodore D. Chuang



Rebecca Eng-Wong & Lara Fu



*Diane Konate, Bert Bayou, Meron Hailu,
Daya Naef & Kelly Toledano*



Bridgette Stumpf, Kristin Eliason, Jane Lee & Heba Estafanous



Gaffar Chowdhury, Rachel Hardwick & Nancy Long



Sadina Montani & Jessica Adler



Hon. Jeri Somers & Naznin Saifi



*Katherine Aizpuru, Miriam Becker-Cohen,
Sarah Loucks & Pooja Shethji*



Members of the WBA Foundation Board & grantee representatives

Grant Awards Ceremony Sponsors

Gold

Eversheds Sutherland (US) LLP

Silver

FTI Consulting
Ann K. Ford

Bronze

BNY Mellon Wealth Management
Suzanne D. Reifman

Friend

The Daily Washington Law Reporter
Bridget Bailey Lipscomb
Rachel Hardwick
Maureen Thornton Syracuse
Kirsten Wilkerson

Supporter

Paulette Chapman
Monica Parham
Sitcov Director, Inc.

Survey of Solo and Small Firms Finds Persistent Lack of Action to Address Challenges

For the past three years, Thomson Reuters has surveyed firms of 29 or fewer lawyers and has found, as the surveys' authors put it, "a persistent lack of action." That is, solo and small firms recognize the challenges they face in matters such as getting paid, managing time, and keeping up with technology, but they do little to address them. However, some firms have made changes in the past two years; for example, 45 percent have adopted new technology, and 27 percent have changed their marketing strategy. At LawSites (lawsitesblog.com/2019/03/exclusive-survey-report-small-firms-see-many-challenges-but-do-little-to-address-them.html), Bob Ambrogi offers an in-depth look at this year's report and shares several infographics that he finds especially compelling.

(From ABA's Bar Leader Weekly, Issue 149)

Committee & Forum Highlights

A Daring Step in the Right Direction: The Women of Color Task Force Tackles Diversity in the Legal Field at the First Annual “Dare to Make an Impact Conference: Advancing Women of Color”

By Kimberlee Gee, Kimberlee Gee Legal

At the beginning of the 2018-2019 bar year, then-incoming President Yolanda Hawkins-Bautista stressed that fostering advancement opportunities for women of color in the legal profession would require the organization not only to be intentional, but to be daring as well.

To that end, the Women of Color Task Force rose to the challenge and committed to creating actionable strategies that would move the needle forward and have a measurable effect on the underrepresentation of women of color in partnership and leadership positions in law firms. In honor of the WBA's theme this past year, the Task Force held its first “Dare to Make an Impact Conference: Advancing Women of Color” on April 10, 2019. The conference connected women and men from every corner of the legal profession and put together a variety of panels and presentations with speakers from financial services, media, technology, legal and real estate industries, not only to discuss the imperatives for diversity but also to set forth a road map for identifying and eliminating organizational and structural barriers to diversity.

The first presentation, “Corporations as Change Agents to Advance Women of Color,” featured several experts to discuss the role corporate heads play in creating and executing diversity and inclusion initiatives. The panel included **Karen Borno**, Managing Associate General Counsel, Verizon — Strategy and Development; **Taryn Fielder**, Senior Vice President, General Counsel and Corporate Secretary, Washington Real Estate Investment Trust; **Esther Lim**, Partner, Finnegan, Henderson, Farabow, Garrett & Dunner and President of the DC Bar; **Lisa Tavares**, Partner, Venable; and **Leslie Thornton**, WGL Holdings and Washington Gas Light Company (Retired), Southwest Gas Holdings (Board of Directors), Career Education Corporation (Board of Directors), Encrypted Sensors (Advisory Board). The panel was moderated by **Sameena Kluck**, Vice President of Business Development, Paladin. The panelists acknowledged that one of the greatest challenges to advancing diversity is failing to be intentional about inclusion, which requires, among many things, an awareness about the role bias plays in recruitment and retention of women of color and a willingness to confront and dismantle those biases.

During the second panel, “What General Counsels Can Do to Advance Women of Color within Their Organizations and in Law Firms” each of the panelists—**Ricardo Anzaldúa**, Executive Vice President, General Counsel and Corporate Secretary, Freddie Mac; **Meredith Fuchs**, Senior Vice President, Chief Counsel, Regulatory Advisory, Capital One; and **Sonia Galindo**, General Counsel and Secretary, Rosetta Stone—discussed how in-house legal departments are uniquely positioned to help push diversity initiatives by setting diversity standards for the management and staffing of their outside legal matters. Because general counsels typically have a great deal of power in where they direct their spend to outside law firms, they are also positioned to demand that the law firms they hire prioritize and commit to diversity and inclusion. The biggest takeaway from this panel was that

WILLIAMS & CONNOLLY LLP[®]
women's initiative

Committed to the
recruitment, retention,
and advancement of
women attorneys.

- Recognized by ABA Journal, Bloomberg Law and JD Journal for one of the best records for promoting women to partner in 2017.
- Partner Ana Reyes named 2017 WBA Woman Lawyer of the Year.

www.wc.com

Seven Traits that all Emotionally Intelligent Leaders Share

It takes emotional intelligence to be a great leader, and especially one who helps others gracefully manage conflict rather than always avoiding it. Marcel Schwantes, founder and chief human officer at Leadership from the Core, believes there are seven attributes that are present in all leaders who have high emotional intelligence. Some of these are self-confidence, assertiveness, and integrity. What are the other four, and how are all seven apparent in a leadership scenario? Find out at Inc.: inc.com/marcel-schwantes/positive-leaders-7-traits-of-emotional-intelligence-they-practice-daily.html

(From ABA's Bar Leader Weekly, Issue 161)

◀ *continued from previous page...*


diversity and inclusion initiatives cannot take a checkbox style approach to increasing women of color in their companies and law firms. Truly committing to diversity and inclusion requires each organization to “call people in.” Simply counting the number of diverse individuals in one company or firm is not sufficient for advancing women of color — committing to diversity is a continuous journey that requires commitment to greater opportunities and inclusive cultures. When asked what allies in the fight for diversity and inclusion could do as gatekeepers to advance women of color, moderator **Robert Falk**, General Counsel, Truth Initiative, stated that each person had to be willing to “get comfortable with being uncomfortable. The system was designed to work the way it does on purpose, and you have to be open and intentional about disrupting the system and exploring new options for change.”

Hollister Hill, Partner and Chief Diversity Officer, Troutman Sanders; **Stephanie Phillipps**, Partner, Arnold & Porter; and **Jacqueline Cranford**, Founder and Principal, Cranford Advisory Services, participated in the “Law Firm Strategies to Advance Women of Color” panel, focusing the discussion on creative strategies and tactics law firms can employ in helping women of color gain visibility both inside and outside their firms. Many of the panelists agreed that the challenge and promise of diversity and inclusion within law firms begins with the social conscience of the firm itself. Ms. Phillips joined Arnold & Porter in the 1970s and stated that even in the beginning of her career, she always found the environment inclusive and welcoming, and was fortunate enough to have worked with leaders in the legal community who had the moral conscience to want to bring in underrepresented communities. Attempting to bring a turnabout in a firm’s social conscience and getting them to recognize that the problem they are trying to solve may be difficult. However, persuading a firm to recognize that a diverse legal staff does offer richer opportunities for company growth, and in turn, additional revenue streams can often challenge those in power to make the institutional changes to the firm’s structures and practices so that women of color are not just a face for the firm, but are provided substantive opportunities for career advancement. One of the tools that many of the panelists supported was focusing on structures and accountabilities that tie compensation to diversity and inclusion initiative efforts so women of color are provided meaningful opportunities for growth and development within the firm.

One of the biggest takeaways from the conference was that opportunities for growth and visibility are both an inside and an outside job. Those in decision-making positions at law firms and as in-house counsel are responsible for recognizing that talent resides in more than one place and in a wide variety of people. If they wish to grow the ranks of women of color in their firm or company, they must first broaden their pool of talent, and they must make the working environment a safe and welcoming place for people of color to thrive. As an inside job, each lawyer should feel emboldened to advocate for her own professional growth.

Rhonda Powell, General Counsel and Corporate Secretary, BuzzFeed, Inc., the conference’s keynote speaker, acknowledged that while daring to make an impact is a formidable task, each attorney dares to make an impact by agreeing to “say yes” to something that seems too big, too scary, or too different, and ultimately being intentional and determinate about their goals. Even new lawyers can curate their own professional experience by filling their environment with people that affirm and confirm their abilities, strengths, and development.

While much work remains to be done to increase the number of women of color at the highest echelons of the legal profession, the willingness of even one individual to take a daring step in the right direction can help support a larger movement to advance women of color in the legal profession, one lawyer at a time.



**Diversity of People.
Diversity of Thought.**

At Freddie Mac, our inclusive culture encourages and values diversity of thought.

Different perspectives make us stronger and drive our success in making home possible for millions.

Visit us at [FreddieMac.com](https://www.FreddieMac.com) to learn more.

Freddie Mac
We make home possible®

...continued on next page ►

◀ *continued from previous page...*

Women and Finance Panelists Explore Annual Market Outlook and Estate Planning

By *Anna Ratner, CFP Board, WBA Board Member, and Charlotte Kuenen, CFP®, WBA Board Member*

Expert speakers rounding out our last two Women and Finance panels recommended against pulling out of the markets despite some late 2018 volatility and warned about the perils of not having an adequate estate plan.

In January, the program titled, “2019 Market Forecast: Positioning Your Finances in Tumultuous Times!” explored the 2019 market outlook, both global and in the U.S., and how savers can best position their portfolios and limit risk to still achieve personal financial goals. The event featured **Allison M. Sadd, CFP®** and Regional Vice President at Invesco, and **Daniel Welch, CFP®, CIMA®,** and Senior Vice President at Morgan Stanley.

In February, at the program titled, “Estate Planning — Why Legacy Planning is Still So Important,” past WBA President **Kerri Castellini** detailed the key aspects of a useful estate plan and reminded audience members that an accurate and complete last will and testament is a powerful tool for everyone, not just for the wealthy.

Charlotte Kuenen, CFP®, Financial Advisor and Portfolio Manager at Morgan Stanley, moderated both programs.

The message was clear at January’s panel: Despite recent turmoil in the broader stock and bond markets, retail investors are best positioned to achieve their long-term goals by remaining invested rather than playing stock-picking or timing games. The panelists shared their insights on the outlook of U.S. and international markets, stocks and bond funds, alternative investments, and the role of cash today. Although the markets did experience some volatility in last year’s fourth quarter, they have rebounded, the experts said. And despite the rumors of a recession in the coming year or slowing global growth, long-term investors saving for retirement, especially, are warned against market timing because it is notoriously difficult to predict accurately.

Staying the course was also the theme during Kerri’s presentation. She explained that estate planning is for people of all walks of life and at its core involves the distribution of assets upon death and management of assets during incapacitation. A good estate plan will serve as protection and maximize available tax savings, as well as include an accurate expression of the testator’s wishes and a clear understanding of the logistical details, among other features. Kerri alerted the audience members to state-specific rules in the DMV area and recommended regular reviews of any estate plan or will to make sure beneficiary and other information is up-to-date.

Both events were sponsored by the Women and Finance Committee, which is co-chaired by **Charlotte Kuenen** and **Anna Ratner** of CFP Board, and wrap up the 2018-2019 bar year’s five-part series on improving personal finance habits. **Skadden Arps** generously hosted the series.

Earlier in the bar year, WBA hosted a delegation from the Georgia Association for Women Lawyers (GAWL). The group was in town for a Supreme Court swearing-in ceremony. Leaders of the WBA gathered for lunch with the visitors. Many thanks to Price Benowitz LLP for hosting the event, and to Kuenen, CFP® for underwriting the lunch.



Michelle E. West (GAWL) and Yolanda Hawkins-Bautista (2018-2019 WBA President)



Mike Tidwell, Thomas Deyo, Demetra McBride & Anna Lising

Energizing Innovations: New State and Local Advances in Energy and the Environment

By Hanna Keating, Manager of Education Programs Environmental Law Institute

The District, Maryland, and Virginia (the DMV) is the birthplace of numerous innovative initiatives and this extends to the dynamic issues and trends of current energy use, environmental protection, and climate change.

A panel of experts from across the DMV provided a timely discussion of innovative programs and legislation in their local jurisdictions to address these issues. This discussion was hosted by Wilmer Hale on April 29, and was moderated by **Rachel Jacobson**, Special Counsel at Wilmer Hale.

This seminar was presented by WBA's Energy and Environmental Law Forum, and was co-sponsored by Women in Government Relations, DC Bar's Environment, Energy and Natural Resources Community, and the Environmental Law Institute. It provided an in-depth exploration and conversation of the innovative work being done across the DMV to confront the most pressing issues of energy use, environmental protection, and climate change.

Anna Lising, representing the DC Department of Energy and the Environment, covered the ambitious and resilient goals of the District to be 100% powered by renewable energy by 2032 – with 10% local solar generation by 2041 – and operating on 100% zero-emission buses, private vehicles, and light-duty vehicles by 2045. **Demetra McBride**, representing Arlington County, VA, tackled the obstacles and opportunities of implementing strategic policies and practices to improve energy use, strengthen local environmental policy, and achieve community energy goals. During her presentation, Demetra offered insight into the history of green building incentive programs, local green building trends, and the financing mechanisms to advance these energy goals in Virginia. **Thomas Deyo** described the Green Bank model in Montgomery County, MD. He explored the success and momentum of implementing clean energy finance banks to close the gaps in financing markets for energy efficiency and clean energy using market-oriented approaches in partnership with private investors. Thomas dove into the numerous structures of green bank model, the logistics of leveraging capital to transform clean energy markets, and the role commercial loans for Energy Efficiency and Renewables (CLEER) in green banking. Lastly, **Mike Tidwell** explored the necessity to and innovative solutions for raising awareness about the impacts and solutions associated with climate change across the DMV.

While the current magnitude of energy use, environmental protection, and climate change may seem daunting, local and regional leaders across the DMV are laying a strong foundation for innovative policies and practices to combat these pressing issues.

DC Energy & Environment Associations Unite

By Laura Yaffe, Co-chair, Energy & Environmental Law Forum

On March 11, the WBA participated in the inaugural DC Energy & Environment Associations Reception at Hogan Lovells. The event was sponsored by a developing coalition of DC-area environment and energy law and policy associations, of which the WBA Energy and Environmental Law Forum is a member. A reception and organizational fair were held to provide an evening of networking and learning for a crowd of over 250 attendees.

In addition to the WBA's Energy and Environmental Law Forum, co-sponsors for this reception included: Environmental Law Institute; American Bar Association Section of Environment, Energy, and Resources; Energy Bar Association; Environment, Energy and Natural Resources Community of the DC Bar; Environmental Section of the Virginia State Bar; Maryland State Bar Association Environmental & Energy Law Section; Women in Government Relations, Energy, Environment and Agriculture Task Force; Women's Council on Energy and the Environment; and Women's Energy Network.

Participants had an opportunity to mingle and learn more about the many allied organizations in the DC area, and to share information with each other about upcoming events, initiatives, and opportunities for collaboration. This and future events will strengthen and benefit all the members of the energy and environmental legal and policy community, as well as our respective associations.



*Anne Collier, Ann Marie Duffy, Nancy Kuhn,
Laura Beckerman & Kate Muetting*

Roadshow at OAG

WBA's Membership Committee recently presented a roadshow at the DC Office of the Attorney General. WBA members presented a panel discussion commemorating Women's History Month.

WBA's roadshows are breakfast or lunchtime member outreach programs that feature a panel discussion with WBA leaders talking about the WBA and sharing strategies for career advancement. Topics covered may include business development, risk taking, visibility, goal setting, self-confidence, networking, and mentoring. If you are interested in hosting a roadshow at our office, contact membershipcomm@wbadc.org. You don't have to do anything except provide a room for the presentation and share with your colleagues. Those who attend a WBA roadshow are able to attend a (non-signature) WBA event for free.

Fireside Chat: Pursuing Careers After Law

Our April 4 program, co-sponsored by the More Than an Attorney Committee and Tax and Business Law Forum featured a conversation with three women who chose to leave the practice of law to explore their passions and create a career that has meaning to them. Our speakers were Lauren Francis-Sharma, Author; Heather Horton, CEO/Founder, H-Squared Group, LLC; and Yael Krigman, Owner, Baked by Yael. The discussion was moderated by Kandis Gibson, Foster, Murphy, Altman & Nickel, PC.



Kandis Gibson, Heather Horton, Yael Krigman & Lauren Francis-Sharma

Executive Presence

WBA's Executive Presence event on April 4 was a huge success! Award-winning media consultant and stylist **Lena Burns** presented a workshop on public speaking, image, and executive presence.

Many thanks to **KaiserDillon** for hosting the event, which was planned by Immigration Law Forum co-chairs **Leticia Corona** and **Pauline Schwartz**.



Pauline Schwartz, Lena Burns & Leticia Corona



Do Judges Have a Duty of Technological Competence — and Should It Be Spelled Out?

So far, writes Robert Ambrogi, 36 states have adopted the ABA Model Rule comment that says lawyers have a duty to know how to use technology safely and well. But what about judges? Ambrogi notes that in everything from e-discovery to courtroom presentations, technology is in the court every day—and judges need to know how to use it, and how to give guidance on its proper use. At Above the Law (abovethelaw.com/2019/05/it-is-time-to-extend-the-duty-of-tech-competence-to-judges/?rf=1), Ambrogi highlights some serious consequences that have arisen because judges didn't adequately understand or use technology, and makes a case for adding an explicit mention of technology competence to the Model Code of Judicial Conduct.

Member Spotlight: Heather D. Horton

Heather D. Horton is the CEO/Founder of The H-Squared Group, LLC, a grief recovery coaching practice. She is a Certified From Grief to Gratitude™ Coach, Advanced Grief Recovery Method Specialist™, Certified Professional Diversity Coach, doTERRA Independent Wellness Advocate and Certified Emotions Mentor. She helps high-achieving professional women heal their hearts and stop feeling powerless in their personal relationships. Heather also educates parents and other caregivers on how to help children deal with loss.

Heather practiced as a Tax Attorney/Manager with the IRS Office of Chief Counsel almost 14 years before starting her business. She is a native of Baton Rouge, LA, currently residing in Washington, DC. She is a graduate of Southern University (B.S. Accounting), LSU Law Center (JD), and Georgetown University Law Center (LL.M Taxation). She is a Certified Public Accountant (inactive) in Louisiana and Maryland. Heather enjoys horseback riding, traveling the world, supporting the arts, spa retreats and zip lining. She has two nephews whom she adores that live in Charlotte, NC.

In 2012, Heather participated in a coaching program that offered one-on-one coaching as well as group coaching for managers to assist her in leading her team of attorneys at work. Those coaches created a safe space, listened intuitively, and asked powerful questions that allowed Heather to shift her focus from feeling powerless to walking in complete power in all areas of her life, including the grief bursts she was still experiencing years after losing her mother in a tragic car accident. The accident, caused when the driver, a relative of Heather's, fell asleep, also claimed the life of Heather's aunt, and left Heather with debilitating injuries, from which it took three months to heal.

Heather began training to be a coach herself in 2016. "My training not only helped to discover my purpose, but opened my eyes to the reason I survived

the accident – to help others navigate through the wilderness of grief," says Heather. In August 2017, she took a leap of faith, resigning from an almost two decades long federal career, and committed her life to empowering communities and changing the world through grief coaching, education, and support.

Why Did You Join the WBA?

I joined the WBA in order to stay connected to the profession that I grew to love while practicing as a tax attorney from 2003 to 2017. I was admitted to the Louisiana Bar in October 2003, where I began my legal career. I practiced as a federal government attorney until I left to start my own grief recovery and coaching practice in the later part of 2017. I moved across the country several times during my career but eventually planted roots in Washington, DC. Before leaving my federal position, I applied for admission to the DC Bar and was admitted in December 2017. But the place where I felt I could provide the most benefit and receive the most benefit from my membership was the WBA. More importantly, I wanted to support my friend and mentor, Yolanda Hawkins-Bautista, in her reign as the 2018-2019 WBA president.

What's Your WBA Story?

I joined the WBA in June 2018. I was one of the co-chairs of the Tax and Business Law Forum for 2018-2019. We hosted two events, "Unintended Consequences? A One-Year Review of the Tax Cuts and Jobs Act of 2017" in January, and a fireside chat on "Pursuing Careers After the Law" in April (co-hosted with the More Than An Attorney Committee). I served as a speaker for the latter, having left the practice of law in August 2017. The discussion explored the career paths of three women



Heather Horton

who chose to leave the practice of law to explore their passions and create a career that has meaning to them. Newly-elected WBA Board member, **Kandis Gibson**, senior associate at Foster, Murphy, Altman & Nickel PC, served as the moderator of this expert panel. She posed very poignant questions that allowed the audience members to journey with the panelists through the impetus behind their decision to leave the law, the challenges each faced after leaving and the rewards each has reaped as a result. The two other featured panelists were **Lauren Frances-Sharma**, Noted Author of *'Til The Well Runs Dry: A Novel* and **Yael Krigman**, Owner of Baked by Yael, a DC cake popper. I also worked with the Casino Night Planning Committee to create and provide a prize basket on behalf of my company for that stellar event. Prior to joining the WBA, I attended various events in 2017, including Casino Night and the Arena Stage production of *Roe*.

◀ *continued from previous page...*

How did you get involved and stay involved?

I got involved by participating in various events at the behest of Yolanda, who has constantly encouraged me to become involved as long as I have known her. Yolanda was my landlord when I attended Georgetown University Law Center to pursue my LL.M in Taxation. I was under the mistaken impression for years that because I was not admitted to the DC Bar that I could not become a member of WBA. I stayed involved by serving as co-chair of the Tax and Business Law Forum and attending events that supported the WBA's Wellness Initiative and fostered more diversity and inclusion within the profession. I plan to be very active with the Wellness Committee in the coming year, as the ABA, WBA, and the National Association of Women's Bar Associations charged member associations with planning programs to enhance the health of their membership to lower the percentages of depression, anxiety disorders, and problem drinking for lawyers within the first 10 years of practice. My current work is totally aligned with this initiative. I stay involved in the WBA by engaging in and volunteering for activities that align with my passion and goals.

What words of advice do you have for women new to the profession?

Experience and explore various aspects of the law that interest you before choosing a specialty. It is very hard to recreate yourself after you have worked in one specific area for more than a decade. Also, don't close yourself off to opportunities outside of Big Law. There are so many meaningful opportunities for lawyers to make a difference and be the change they want to see in the world. Do what you love and don't settle for what the world defines as success. As long as you have breath in your body, you can change the trajectory of your life.

What is the best advice you have received?

On the first day of law school, one of my professors stated that with a law degree, I could do and be whatever I desired to be in this world. My parents had instilled that same tenacity within me for my entire life. Those words have shaped my character and how I show up in the world.

In what other organizations are you involved?

I am a member of the School Street Toastmasters Club in southwest DC. I am an active member of Alfred Street Baptist Church in Alexandria, VA. I host a monthly dinner as the only Women of Color Table in DC for The Dinner Party, an organization that holds space for women who are grieving death of loved ones. I am a member of Alpha Kappa Alpha Sorority, Incorporated. I am a member of the American Bar Association and admitted to practice in Louisiana, District of Columbia and before the U.S. Tax Court.

'Yes' Is More Meaningful When You Know How to Say 'No'

The fear of missing out is universal enough to have a well-known acronym and hashtag: #FOMO. But if you let that fear override your gut feeling that it would be best to pass on a particular opportunity, you might end up exhausted and overwhelmed. Learning how to say "no" is really about setting and keeping appropriate boundaries, writes Samantha Radocchia, a technology entrepreneur and blockchain expert. At Fast Company, Radocchia shares how becoming less of a "yes woman" helped her regain her time and a more positive mindset. Read more at [fastcompany.com/90360486/learn-how-to-say-no](https://www.fastcompany.com/90360486/learn-how-to-say-no).

(From ABA's Bar Leader Weekly, Issue 160)

Stories from the Recession: What Happened to Laid-Off Young Lawyers?

Within the legal profession, one of the biggest headlines of the 2008 recession was the massive layoffs, especially of young associates, and law students realizing what a bleak future they were graduating into. In the decade-plus since then, have things turned around for those young lawyers and lawyers-to-be? Many did find a way to stay in the legal profession, but on a different path from the one they had envisioned—and many are still struggling. Meanwhile, many of those who did manage a smooth career launch during the recession have found themselves in high demand ever since, because relatively few lawyers their age can match their level of experience. Using both profession-wide data and firsthand observations from lawyers who had their lives rearranged, The Recorder gives a compelling account of the recession and what has happened since: www.law.com/therecorder/2019/06/25/lost-and-found-the-long-road-back-for-lawyers-waylaid-by-the-recession-403-36081.

(From ABA's Bar Leader Weekly, Issue 160)

New York State Bar Association Task Force to Explore Possible Link Between UBE, Drop in State-Specific Knowledge

As convenient as it is for aspiring lawyers who want to keep their options open, could there be a big downside to the Uniform Bar Exam? A newly formed New York State Bar Association task force plans to investigate whether the UBE has led to a lack of specific knowledge of how to practice in that state. No direct correlation has yet been made, and the task force will approach it as an open question. However, anecdotal accounts from judges and law schools seem to indicate a decline in state-specific knowledge and interest since New York adopted the UBE nearly three years ago. New York Law Journal (law.com/newyorklawjournal/2019/04/01/nysba-to-study-if-move-to-uniform-bar-exam-led-to-a-rise-in-lawyers-unprepared-to-practice) has more information about the task force and some of the concerns that led to its formation.

(From ABA's Bar Leader Weekly, Issue 150)



Join the WBA Today!

The WBA is committed to being the preeminent professional and personal resource for women at all points in their legal careers.

WBA offers many benefits and resources, just a few of which are:

- Discounted event registrations, including to our tailored programming, such as the Leadership Task Force, Solo & Small Practice Forum, and 20+ Years Expertise group
- Access to Business Hour programs, held via teleconference, free and members only!
- Access to the online Job Bank, which lists career opportunities within private firms, corporations, the government, and non-profits
- Access to the *Raising the Bar* newsletter archive
- Participation in our mentoring program
- Listing in and access to the online Member Directory
- Access to numerous leadership and networking opportunities

Visit www.wbadc.org for information on membership categories and rates.

If you are already a member, share this opportunity with the women in your network. Together, we will make the WBA stronger as we stand up for and promote women in the profession.

WBA Member News

Israel Nominated to Superior Court

Deborah Israel, a partner at Womble Bond Dickinson, has been nominated to be an Associate Judge of the DC Superior Court. Deb's nomination has been received in the Senate and referred to the Committee on Homeland Security and Governmental Affairs. In her litigation practice at Womble, she represents industry leaders in future-defining matters. She has served as her firm's Chief Operating Partner and on the Firm Executive Committee. Deb is a past President of the WBA.



Deb Israel

Lipscomb Recommended for Superior Court Vacancy

The DC Judicial Nomination Commission has recommended three individuals to the President for consideration to fill the vacancy created by the retirement of the Honorable John Ramsey Johnson. WBA Foundation President **Bridget Bailey Lipscomb** is one of those candidates. Bridget is an Assistant Director in the U.S. Department of Justice, Civil Division, Environmental Torts Litigation Section, which defends the United States in complex tort litigation based on damages from contaminants. She supervises teams litigating multi-million dollar scientific cases that present complicated procedural and discovery issues, and that typically involve historical records and discovery databases that often exceed millions of pages of documents.



Bridget Bailey Lipscomb

Bess Discusses Workplace Equality on Podcast

Amy Bess, Shareholder and Chair of the Labor & Employment practice area at Vedder Price, recently joined Joe Mechliniski, CEO of Shift, and Amy Dufrane, CEO of HR Certification Institute on the Podcast "Inevitable: The Future of Work."

In her interview, Amy shared her insight on the importance of having difficult conversations with employees geared to creating compliant, productive workplaces that are focused on meeting and exceeding business objectives. She gave practical advice and proactive steps for employers to thoughtfully approach controversial conversations such as equality, employee rights, mental health and sexual harassment.

Amy is a past President of the WBA Foundation and a past board member of the WBA.

Listen to the episode: inevitablefutureofwork.com/episodes.



Amy Bess



Natalia Wilson

Wilson Quoted in NY Times

Natalia Wilson, a principal at Ain & Bank, P.C., was quoted in a *New York Times* article, "[Divorce Advice \(And It Won't Cost You a Thing\)](#)". Natalia is a member of the WBA Foundation Board.

Welcome New Members

The following persons joined the WBA in recent months.

Naomi Abraham
 Nana Yaa Agyemang
 Hannah Andrade
 Camille Aponte-Rossini
 Gabriela Arce
 Sofya Bakradze
 Jennifer Beatty
 Bridget Behling
 Sandra Bell
 Kathleen Benway
 Glenda Bleiberg
 Latasha Boone
 Monique Boyce
 Ximena Brito
 Lesley Brown
 Miatrai Brown
 Alexa Cafasso
 Nicole Candelori
 Chym David
 Danielle Douglas
 Latosha Ellis
 Stacie Fahsel
 Majshda Fatah
 Rochelle Ford
 Geeyoun Galstad
 Daryl Gelfarb
 Emily Gilson
 Jaron Goddard
 Emily Golding
 Linda Goldwyn
 Silvia Gonzalez Roman
 Andrea Gordon
 Maisha Greene
 Elizabeth Gresk
 Erin Hadi
 Liz Hague
 Renee Harris
 Leslie Haymon
 Amanda Holbrook
 Kelly Horein
 Brandi Howard
 Francis Jackson
 Iris Jiang
 Lisa Jiron
 Christine John
 Jeziel Jones
 Tiffany Joseph Goodson
 Su Sie Ju
 Lara Kalwinski
 Caitlin Kelly
 Geoffrey Klineberg
 Yuliya Kuchma
 Jyoti Kuvelker
 Annette Kwok
 Lesa Lawrence

Hutcheson Appointed Chair of Board of Ethics

Norma Hutcheson has been appointed by Mayor Muriel Bowser as Chairperson of the Board of Ethics and Government Accountability, which investigates alleged ethics laws violations by District government employees and public officials, provides binding ethics advice, and conducts mandatory training on the DC Government's Code of Conduct. Norma is a past board member of both the WBA and WBA Foundation.



Norma Hutcheson

Kallen Named a Top 40 Young Lawyer

The American Bar Association Young Lawyers Division has selected **Michelle Kallen** as a 2019 American Bar Association On the Rise – Top 40 Young Lawyer. Michelle was nominated for this award by the WBA. The On The Rise program recognizes ABA young lawyer members who exemplify a broad range of high achievement, innovation, vision, leadership, and legal and community service. Michelle is a Deputy Solicitor General in the Office of the Attorney General of Virginia. She was recognized at an awards breakfast in August during the ABA Annual Meeting.



Michelle Kallen

Long Elected to NCBF Board

Nancy Long, WBA past President and WBAF past President, has been elected as a trustee on the National Conference of Bar Foundations (NCBF) Board of Trustees. The NCBF advances the work of all types of bar foundations by promoting the integral role of bar foundations in advancing law-related philanthropy via the bar, the larger legal community, and the philanthropic community; and by serving as a clearinghouse and resource to assist bar foundations in carrying out their charitable missions.

Nancy is Associate Counsel at American Association of University Professors, a nonprofit membership association of faculty and other academic professionals. She also works with the AAUP-CBC, a labor union whose members are chapters of the AAUP that engage in collective bargaining, and the AAUP Foundation, a public charity that which grants funds to support the charitable and educational purposes of the AAUP.



Nancy Long

WBA Members Elected to DC Bar Leadership

The following WBA members were elected to DC Bar leadership position. They were recognized and took office at the DC Bar Awards Dinner and Annual Meeting on June 11.

President-elect: **Geoffrey M. Klineberg**, Kellogg, Hansen, Todd, Figel & Frederick, P.L.L.C.

Secretary: **Courtney L. Weiner**, Law Office of Courtney Weiner PLLC

Board of Governors: **Jessica E. Adler**, Law Office of Jessica E. Adler (Jessica is a WBA past president); **Su Sie Ju**, Bread for the City, and **Paul S. Lee**, Steptoe & Johnson LLP

ABA House of Delegates: **Pauline A. Schneider**, retired

Charles Lemley
Rachel Li Wai Suen
Yuyang Lin
Abigail Litow
Jalla-Anne Louis-Fernand
Morgan Magionos
Nicole Martinez
Ropafadzo Maweni
Allison Mazzei
Treasure McClain
Candace McLaren
Sydney Menees
Angela Miller
Megan Moffett
Misti Mukherjee
Ogechi Muotoh
Monica Murphy
Jessica Newton
Zinelle October
Shaama Pandya
Corrine Parver
Avigayil Pearlman
Connie Pillich
Chelsea Plushanski
Caitlin Potratz Metcalf
Wajiha Rais
April Randall
Olivia Robinson
Karissa Roskind
Elizabeth Ross
Bridget Rowan
Pauline Schneider
Kristin Shepard
Melissa Shube
Denise Smith
Charlyn Stanberry
Marcia Stanford
Stefanie Steinberg
Cheryl Steplight
Mary Stoney
Courtney Sullivan
Anais Taboas
Christine Thebaud
Zoe Thomas
Rhonda Tildon
Julia Toro
Anne Ustynoski
Paula Vigo Marques
Karen Wang
Eileen Weiss
Erica Williams
Tiffany Williams
Natalie Zink

*For information regarding
WBA Member Benefits
and getting involved with a
Committee or Forum, see
[Membership & Benefits](#) and
[Committees & Forums](#).*

A Big Question in Legal Education: Why Are Bar Pass Rates at a Record Low?

The single biggest challenge in legal education today might not be shrinking enrollment, but a precipitous decline in bar pass rates over the past five years, according to an article in *The Recorder*. The average score on the Multistate Bar Exam sank to a 34-year low in July 2018, the article says, and between 2013 and 2017 (the most recent data available), 42 out of 203 ABA-accredited law schools saw their pass rate fall anywhere from 10 to 20 percent. Where have the declines been the most significant, and what are the possible reasons for the overall trend?

Visit law.com/therecorder/2019/04/14/the-big-fail-why-bar-pass-rates-have-sunk-to-record-lows-403-32771 to read more.

(From ABA's *Bar Leader Weekly*, Issue 152)

Upcoming Events

September 11, 2019 | 6:00 PM - 8:00 PM

Estate Planning 101

(Yes, You Have an Estate and Need to Plan)

Presented by: Women and Finance Committee

Are you prepared to pass on your assets to your loved ones? Do you know the practical implications of tax law on your estate? What questions do you have about getting started on an estate plan and ensuring proper implementation?

With the federal estate exemption amount now at more than \$11 million per individual (more than \$22 million per married couple), estate planning is relevant now more than ever. Join us for a primer on how to ensure that you leave the legacy you want for your children, grandchildren, and favored charitable organizations. Learn how to become fluent with some of the terminology you should know to properly plan for a major life transition

September 19, 2019 | 6:00 PM - 8:00 PM

Stars of the Bar

Stars of the Bar is a free networking event that kicks off the WBA's programming year. The event brings together about 300 leaders in the DC legal community—women and men alike—who gather to network with each other and the WBA/WBA Foundation leadership and to learn more about the WBA. We will have networking stations for each of our committees and forums to discuss upcoming programming in various areas of interest.

The 2019-2020 bar year theme is “Building Community, Building Power.” This theme recognizes that if we put our energies into making change collectively, with determination and creativity, we will achieve great things. Throughout the year, we will be thinking about the spaces where women lack representation and where working together, we can make great strides. We will be talking about women in a variety of leadership roles—in law firms, in boardrooms, in law schools, in nonprofits, in the judiciary, in legislatures, in government agencies, and in the DC community more broadly.

STARS ★ ★ ★
of the BAR

9.19.19

FALL KICK-OFF RECEPTION

WBA
WOMEN'S BAR ASSOCIATION
of the District of Columbia





September 26, 2019 | 6:00 PM - 8:00 PM

Supreme Court Advocacy: Where are the Women?

Presented by: Amicus Committee

Kicking off the week before First Monday when the Supreme Court's 2019-2020 Term opens, our speakers will discuss why there are so few women arguing before the Court, and the steps we need to take to change that phenomenon as well as the particular challenges faced by women advocates.

October 3, 2019 | 8:30 AM - 10:00 AM

Equal Play, Equal Pay

Presented by: Employment Law, Community Projects/Legal Advocacy and Women in Public Service/Politics Committee

Even if you aren't into soccer, you most likely know that the US Women's National Team for soccer won the 2019 World Cup. What you may not be aware of is that the USWNT recently sued the US Soccer Federation (USSF) for discrimination because of major disparities in pay and working conditions. This lawsuit highlights a growing movement in athletics where professional women athletes are challenging unequal treatment in the workplace from the Women's National Basketball Association to the Women's National Hockey League.

Join us for a timely discussion on gender equity in women's sports exploring the realities and legal implications of disparities in pay, working conditions, and professional opportunities in women's athletics. We will also learn about the strategies women athletes are using to attain gender equity and the ways we can be supportive in these efforts.

November 6, 2019 | 6:00 PM - 8:00 PM

Exceeding Expectations: Excelling in Your Current Position and Preparing for Your Next Transition

Presented by: Government Attorneys Forum

Excelling in your current position is the surest way to future success. Our experts from government and in-house counsel will share tips for providing extra value to your organization and working toward your next career and life step.

October 24, 2019 | 6:00 PM - 8:00 PM

17th Annual WBAF Wine Tasting & Silent Auction

Presented by: Women's Bar Association Foundation

The WBA Foundation's 17th Annual Wine Tasting & Silent Auction, "Wines From Down Under: Wine-D Your Way Through Australia" will feature Australian wines paired with savory and sweet appetizers. The silent auction has a variety of items in every price range, such as sports tickets, vacation stays, tickets to local theaters, gift certificates to the hottest DC restaurants, and creative gift baskets. Proceeds from the event support the WBA Foundation Founders Fellowship and other grant programs. The Founders Fellowship is an annual grant awarded to an area law school to provide a summer stipend to a local law student to work with a local legal services provider on projects that benefit women and girls in the DC Metropolitan community.

November 3, 2019 | 10:30 AM - 1:00 PM

WBA and WLAM Walk Team: Breathe Deep DC

Presented by: The WBA and WLAM Walk Team

Join the WBA and WLAM Walk Team, with Team Captain **Jessica Adler**.

Proceeds from this event will benefit LUNgevity Foundation, the leading private provider of research funding for lung cancer. LUNgevity Foundation is firmly committed to having an immediate impact on increasing quality of life and survivorship of people with lung cancer by accelerating research into early detection and more effective treatments, as well as providing community, support, and education for all those affected by the disease.